



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Washington, D.C. 20507

NOTICE TO EMPLOYEES
POSTED BY ORDER OF THE
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
An Agency of the United States Government

This Notice is posted pursuant to an order by the United States Equal Employment Opportunity Commission dated **October 11, 2019** which found that a violation of the Title VII of the Civil Rights Act of 1964 (Title VII), as amended, 42 U.S.C. § 2000e et seq., has occurred at the Agency's National Institutes of Health (NIH), Office of the Director, (OD), Office of Intramural Research (OIR), Office of Technology Transfer (OTT), in Bethesda, Maryland (hereinafter this facility).

Federal law requires that there be no discrimination against any employee or applicant for employment because of the person's RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, or DISABILITY with respect for hiring, firing, promotion, compensation, or other terms, conditions or privileges of employment.

This facility was found to have unlawfully discriminated against an employee based on race, (African – American), religion (Christian), harassment (non-sexual)/ hostile work environment, and prior EEO activity. This facility was ordered to provide affected individual with: 1) an telework agreement; 2) leave restoration; 2) pay attorney's fees and costs; 3) pay pecuniary and non-pecuniary compensatory damages; and 4) post this notice. This facility will ensure that officials responsible for personnel decisions and terms and conditions of employment will abide by the requirements of all federal equal employment opportunity laws and will not retaliate against employees who file EEO complaints.

This facility will comply with federal law and will not in any manner restrain, interfere, coerce, or retaliate against any individual who exercises his or her right to oppose practices made unlawful by, or who participates in proceedings pursuant to, federal equal employment opportunity law.

Duly Authorized Agency Representative:

Darla Hayes, Acting Associate Director for Management, Office of the Director, Executive Office, NIH

Date Posted: **January 17, 2020**

Posting Expires: **April 16, 2020**

29 C.F.R. Part 1614